

MRFA/MRU Faculty Benefits

Compassionate Fund (MRFA Policy section 7)

All faculty members are able to apply for support from the MRFA Compassionate fund which is to be used when there is an unexpected change in remuneration or when an extraordinary financial crisis arises. Applications to the fund may be based on bereavement; sudden or serious injury or illness of a member or immediate family member leading to extraordinary costs or a disruption in income; a sudden or unanticipated change of residence; sudden or unanticipated change in employment status. (Call 6192 for more information)

Contract Faculty Service Honorarium (MoU page 115)

Contract Faculty are eligible to apply for honoraria for service contributions not directly related to their teaching responsibilities. The application form and guidelines are available at mrfa.net/forms. (Call 6192 for more information)

Continuing Education Courses at MRU (Article 18.5 and Policy 940-2.2)

All faculty members are eligible to enroll free of charge in any non-credit course, workshop or seminar offered by the Faculty of Continuing Education and Extension or the Conservatory, exclusive of private and small group music lessons, subject to the approval. Refer to the policy for the process, contact Continuing Education to see if the course you are interested in is an approved course (6875), and contact Human Resources (6584) to get the form.

Credit Courses at MRU (Article 18.4)

An employee who takes a credit course at Mount Royal University with the approval of his/her academic unit Chair shall be reimbursed the amount of tuition, exclusive of special course or program fees, or private instruction as published in the annual fee schedule in the University Calendar, upon successful completion of that course. Refer to the document at mrfa.net/forms for the process. Contact your Chair for more information.

Employee and Family Assistance Program (EFAP) services

Employees who are eligible for benefits are also eligible for EFAP services, including life planning support and counseling for a range of issues (including managing anxiety and depression, controlling substance use, resolving family conflict, marital relationship problems, workplace issues, work-life balance, and more). Visit www.homewoodhumansolutions.com or Human Resources (6584) for more information.

Health Benefits (Article 16)

The university provides group coverage for extended health care, including an \$835 Health Spending Account; dental care; life insurance including accidental death and dismemberment; long term disability insurance, and the Local Authorities Pension Plan. Contract faculty see article 16.8 for eligibility requirements. (Call the benefits administrator – 5911 – for more information)

Faculty Development Funding (Article 18.2)

All faculty are eligible to apply for FDC funding which reimburses faculty PD expenses. Forms and guidelines are available in P: / FORMS / Faculty Professional Development. (Contact a member of the FDC Committee in your area for more information).

MRFA Delegate at ACIFA Reimbursement

The MRFA budgets \$7,000 per year to send faculty members as delegates to the ACIFA conference. The form and guidelines are available at mrfa.net/forms. (Call 6192 for more information).

Professional Development Funding (Article 18.8)

\$750 annually for full time and limited term Laboratory instructors, \$1,100 annually for all other full time faculty and \$400 annually for contract faculty. Full time PD funds can accrue for up to 4 years. Annual funding is added to members' PD accounts every July 1. The application form and guidelines are available at mrfa.net/forms. (Contact your Chair for more information)

Recreation Membership (Article 16.6)

Employees and full-time employees who have retired from the University shall be entitled to receive a Mount Royal Recreation membership free of charge. (Call 6517 for more information)

Relocation Allotment (Policy 910-3.2)

Total amount shall be approved in advance of any commitment to a candidate, and shall normally be the equivalent of two (2) months' of the candidate's prospective starting salary. The amount being provided to a new member is to be specified in employee's offer letter. (Call 6584 for more information).

Scholarships for Dependents (Article 16.7)

Dependents of tenured, tenurable, Continuing, and Fixed Term Contract faculty are eligible to apply for scholarships for credit courses taken at MRU. Students must be enrolled as full time students and receive at least a 2.0GPA. Funding is proportionate to the number of students applying. The application form and guidelines are available at mrfa.net/forms. (Call 6192 for more information)

Tuition Refunds (Article 18.3)

Full time faculty, limited term faculty and Contract Faculty, who teach at least 3 courses in the year, can apply for reimbursement of credit tuition at other universities. Funding is proportionate to the number of applications, but ranges between 40 – 55% reimbursement. The application form and guidelines are available at mrfa.net/forms. (Call 6192 for more information)

Travel Health Insurance

The university provides group Emergency Medical Coverage for faculty members traveling out of province and out of country. Coverage includes ground ambulance transportation, all services in-hospital, translation services, and other benefits in case of health emergencies. Certain services are not covered; be sure to keep track of what you need to do to arrange for coverage in case of emergency. Contract faculty see article 16.8 for eligibility requirements. (Call the benefits administrator – 5911 – for more information)